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Industrial Disputes, Australia

The number of disputes (strikes or lockouts), employees involved and working days lost; cause of dispute; duration; and the reason work resumed

Reference period September 2025

Released 10/12/2025

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Key statistics

In the September quarter 2025, there were:

- 87 disputes, 43 more than the previous quarter.
- 41,800 employees involved, an increase from 15,900 in the previous quarter.
- 55,100 working days lost, an increase from 28,500 in the previous quarter.
- Disputes occurred in eight industries and in seven states and territories.

Year ended estimates:

- 216 disputes occurred, 16 more than in the previous year.
- 151,300 working days were lost, 21,800 more than in the previous year.

Key statistics

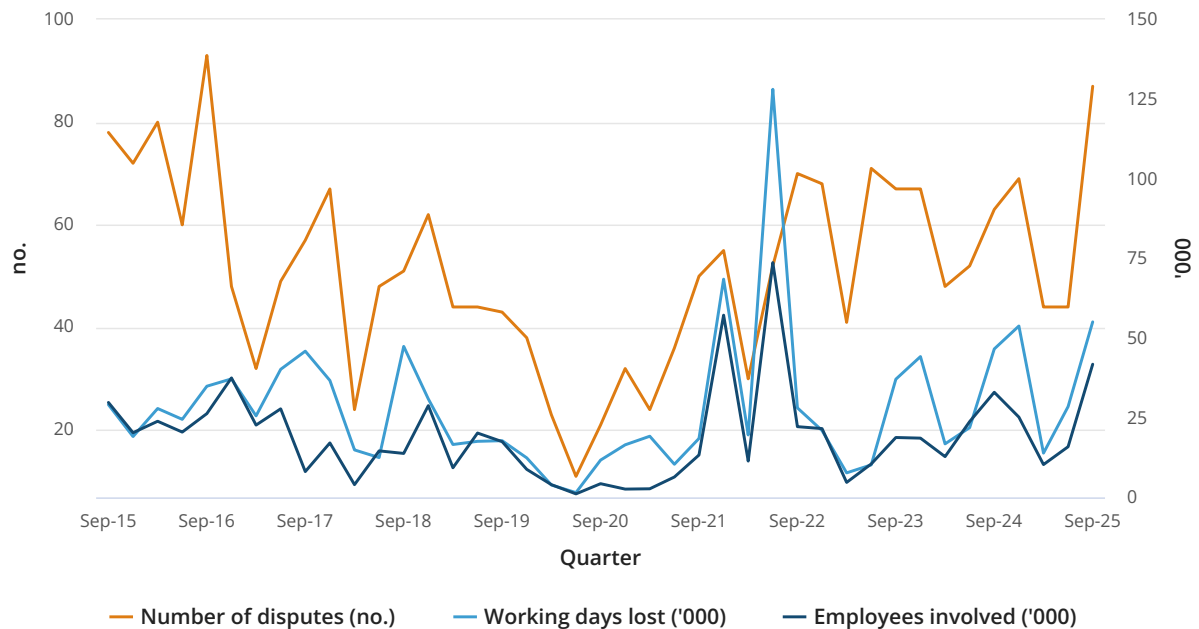
		Quarter	Year ended		
		June Quarter 2025	September Quarter 2025	September Quarter 2024	September Quarter 2025
Number of disputes (no.)					
	New	39	74	180	196
	Total	44	87	200	216
Employees involved ('000)					
	New	14.7	40.5	79.5	85.9
	Total	15.9	41.8	83.8	89.3
Working days lost ('000)					
		28.5	55.1	129.5	151.3

Industrial disputes over time

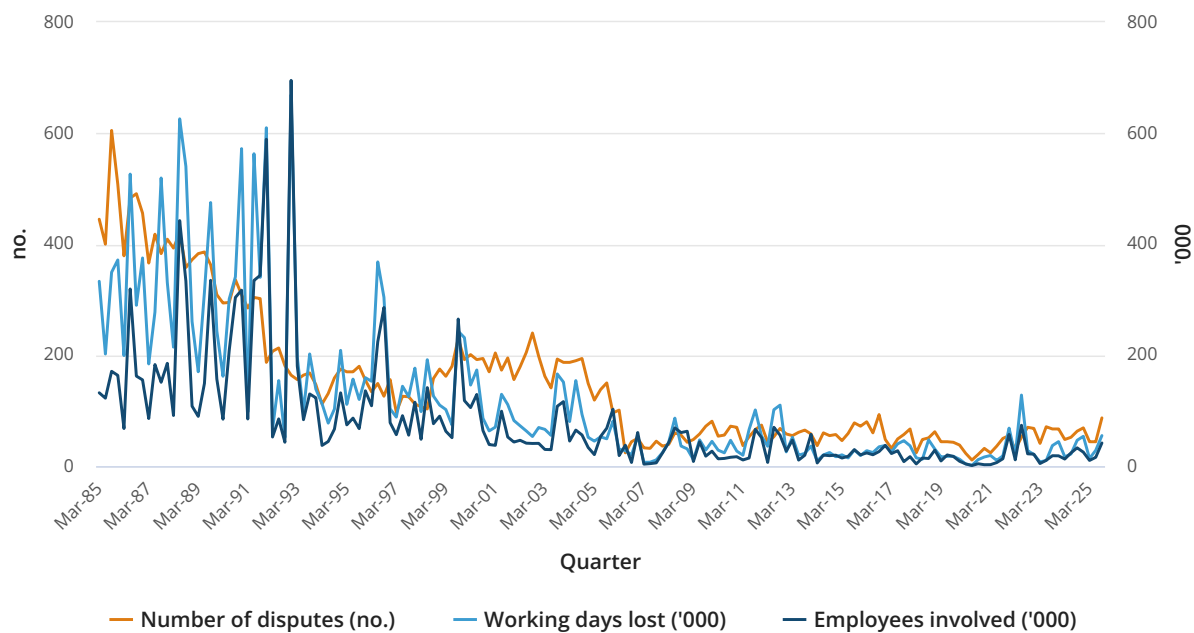
Industrial disputes which occurred during the quarter

	Number of disputes		Employees involved		Working days lost
	New (no.)	Total (no.)	New ('000)	Total ('000)	('000)
September Quarter 2023	53	67	17.4	18.8	37.1
December Quarter 2023	47	67	14.3	18.6	44.2
March Quarter 2024	36	48	10.6	12.8	16.8
June Quarter 2024	43	52	23.6	23.8	21.9
September Quarter 2024	54	63	30.9	33.0	46.6
December Quarter 2024	49	69	21.7	25.2	53.8
March Quarter 2025	34	44	8.9	10.3	13.9
June Quarter 2025	39	44	14.7	15.9	28.5
September Quarter 2025	74	87	40.5	41.8	55.1

Industrial disputes in the last 10 years, Australia



Industrial disputes historical series, Australia



Industry

In the September quarter, disputes occurred in all eight industries.

Industrial disputes which occurred during the quarter, industry

		June Quarter 2025		September Quarter 2025	
		Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
Mining					
	Coal mining	np	np	np	np
	Other mining	0.1	0.3	-	-
Manufacturing					
	Metal product etc (a)	2.2	7.3	2.8	9.5
	Other manufacturing	1.6	3.1	np	np
Construction		13.4	12.3	9.6	8.7
Transport, postal & warehousing		1.6	2.4	3.3	5.1
Education & training; Health care & social as sistance		7.8	2.3	np	np
Other industries (a)		np	np	2.7	0.4
All industries		28.5	2.1	55.1	4.2

(a) see Glossary - [Industry \(/methodologies/industrial-disputes-australia-methodology/Sep-2025#glossary\)](#) - for details of industries included

(-) nil or rounded to zero (including null cells)

(np) not available for publication but included in totals where applicable, unless otherwise indicated

States and territories

Disputes occurred in six states and one territory in the September quarter.

Industrial disputes which occurred during the quarter, states and territories

	June Quarter 2025		September Quarter 2025	
	Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
New South Wales	12.7	3.1	9.6	2.4
Victoria	2.9	0.8	6.3	1.8
Queensland	10.1	3.6	np	np
South Australia	np	np	np	np
Western Australia	np	np	2.9	1.9
Tasmania	-	-	0.1	0.5
Northern Territory	-	-	np	np
Australian Capital Territory	-	-	-	-
Australia	28.5	2.1	55.1	4.2

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Cause of dispute

Most industrial disputes are Enterprise Bargaining (EB) related. Over the past 10 years, disputes over employment conditions have generally been the most prevalent.

EB related issues were the cause of 77% of disputes (24 of 31) which ended in the June quarter 2025.

Cause of dispute for disputes which ended during the quarter

	March Quarter 2025			June Quarter 2025		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Enterprise Bargaining related						
Remuneration	7	1.3	2.4	8	np	np
Employment conditions	24	4.3	12.7	16	2.2	5.6
Other	-	-	-	-	-	-
Non-Enterprise Bargaining related						
Remuneration	1	0.1	0.1	-	-	-
Employment conditions	-	-	-	-	-	-
Health and safety	3	0.2	0.2	4	np	np
Job security	-	-	-	1	-	-
Managerial policy	2	0.2	0.3	-	-	-
Union issues	1	0.2	-	-	-	-
Other	1	3.8	2.8	2	4.4	7.8
Total	39	10.1	18.4	31	13.7	23.1

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Working days lost

Working days lost is a measure of the length of a dispute, relative to the number of employees involved.

Of the 31 disputes which ended in the June quarter, 13 lasted Up to and including 1 day. These disputes:

- had 4,300 employees involved; and
- resulted in 2,600 working days lost.

Working days lost for disputes which ended during the quarter

	March Quarter 2025			June Quarter 2025		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Up to and including 1 day	22	6.6	4.2	13	4.3	2.6
Over 1 day and up to including 2 days	6	1.1	1.6	6	8.2	15.1
Over 2 and less than 5 days	7	0.8	2.3	11	1.3	4.8
5 and less than 10 days	2	np	np	1	0.1	0.6
10 days and over	2	np	np	-	-	-
Total	39	10.1	18.4	31	13.7	23.1

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Reason work resumed

The reason work resumed relates to the last day of action taken. Resumption of work can occur without resolution to the issues that triggered the dispute.

There was a pre-determined return to work for 90% of disputes (28 of 31) which ended in the June quarter 2025.

Reason work resumed for disputes which ended during the quarter

	March Quarter 2025			June Quarter 2025		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Negotiation without intervention of a third party	5	np	np	1	0.1	0.1
State legislation	-	-	-	-	-	-
Federal legislation	1	np	np	1	-	-
Pre-determined return to work	30	np	np	28	13.3	22.9
Resumption without negotiation	3	0.1	0.1	1	0.4	0.2
Mediation	-	-	-	-	-	-
Other reasons	-	-	-	-	-	-
Total	39	10.1	18.4	31	13.7	23.1

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Data downloads

Time Series Spreadsheets

↓ Download all (496.83 KB)

Table 1: Industrial disputes which occurred during the period

↓ [Download XLSX](#)
[58.87 KB]

Table 2a: Industrial disputes which occurred during the period, working days lost, industry

↓ [Download XLSX](#)
[54.81 KB]

Table 2b: Industrial disputes which occurred during the period, working days lost per thousand employees, industry

↓ [Download XLSX](#)
[54.48 KB]

Table 3a: Industrial disputes which occurred during the period, working days lost, states and territories

↓ [Download XLSX](#)
[64.07 KB]

Table 3b: Industrial disputes which occurred during the period, working days lost per thousand employees, states and territories

[↓ Download XLSX](#)

[62.75 KB]

Table 4a: Industrial disputes which ended during the period, cause of dispute

[↓ Download XLSX](#)

[97.35 KB]

Table 4b: Industrial disputes which ended during the period, working days lost per employee involved

[↓ Download XLSX](#)

[64.39 KB]

Table 4c: Industrial disputes which ended during the period, reason work resumed

[↓ Download XLSX](#)

[83.16 KB]

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This release previously used catalogue number 6321.0.55.001.

Methodology

[Industrial Disputes, Australia methodology, September 2025](#)